

Abbeville County Base Labor Market Analysis



South Carolina
Department of
Commerce
Labor Market Information



November 2008

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EXECUTIVE SUMMARY

Population

Abbeville County's population growth has been slower than the state's in recent years.

Future growth is expected to be slower as well.

Most of Abbeville County's workers live within the county.

But a significant number come from Greenwood County.

Income

Per capita income growth has been slower than in the state and nation.

Consequently, Abbeville County's per capita income has fallen farther below state and national levels from 1996 to 2006.

Abbeville County's average wages are higher than the state's for the protective service occupation group.

Education

The number of degrees awarded by area post-secondary institutions has increased.

The greatest increase has been in the area of healthcare.

Occupations

The following occupational groups are expected to have faster growth in Abbeville County than in the state:

Business and financial operations; computer and mathematical science; life, physical and social science; legal; education, training and library; arts, design, entertainment, sports and media; healthcare support; building and grounds cleaning and maintenance; personal care and service; and farming and forestry.

Requirements for Abbeville County's workers are expected to grow in the following levels of education and experience:

Short-term on-the-job training, work experience in a related field, postsecondary vocational award, bachelor's degree, degree plus work experience, and master's degree or higher.

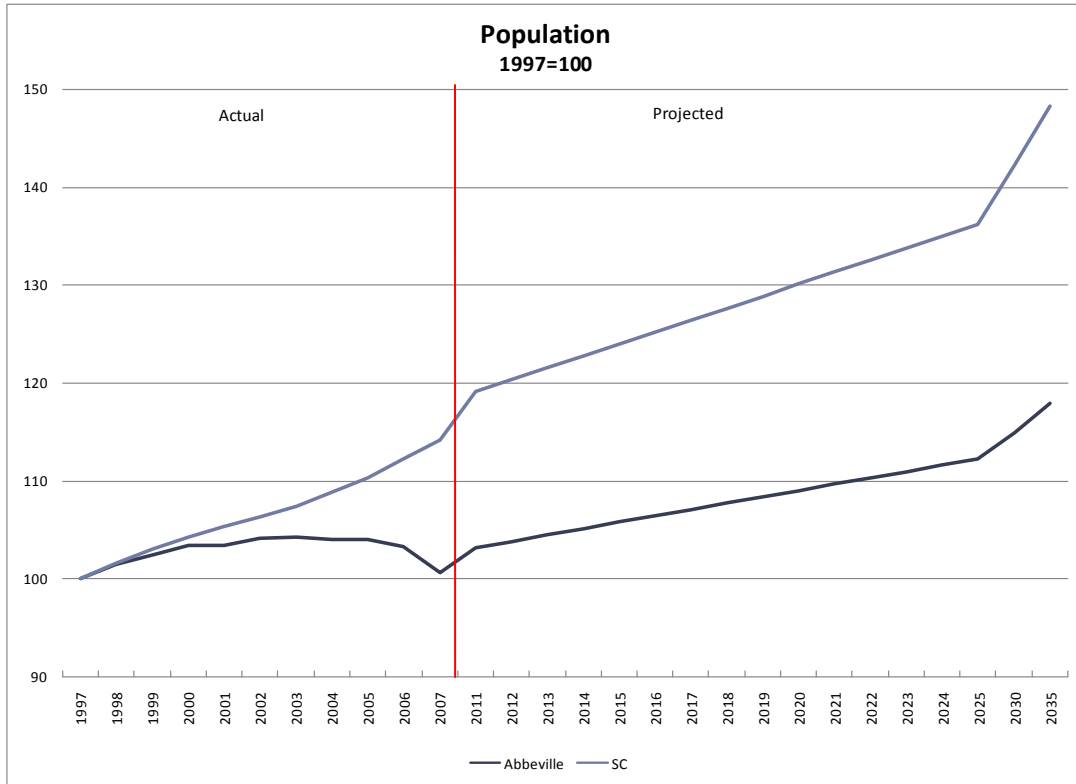
Industry

Based on available data, sectors rated as having potential in Abbeville County are furniture and related product manufacturing and fabricated metal product manufacturing.

POPULATION

Growth

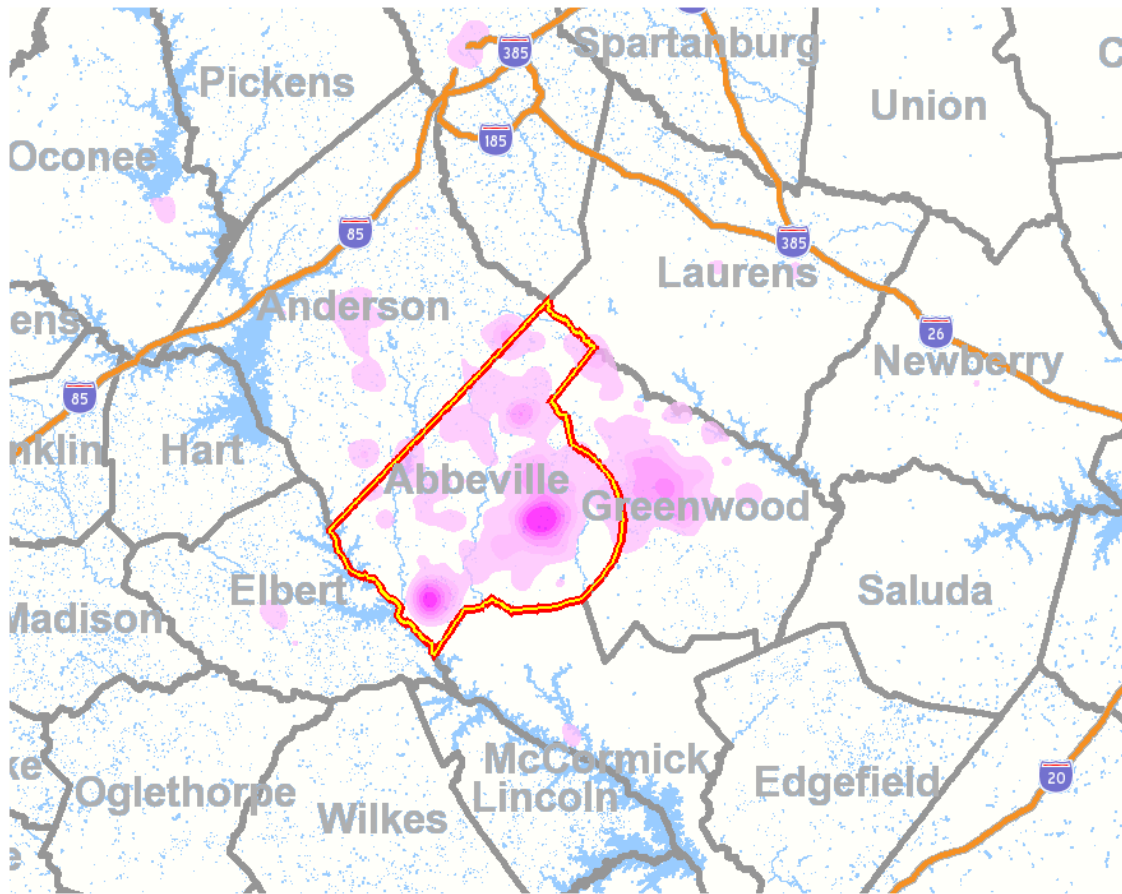
Abbeville County's 2007 population was 25,457. The county population has grown by 0.6% since 1997, compared to 14.2% growth for South Carolina. Abbeville's future population growth is expected to be slower than the state's.



Source: U.S. Census Bureau (estimates) and SC Budget & Control Board/Office of Research and Statistics (projections).

LABORSHED

The map below shows where Abbeville County workers come from (in 2006, latest available data). Abbeville County draws most of its workers from within its borders, but a significant number come from Greenwood County.



Source: U.S. Census Bureau, Local Employment Dynamics.

Characteristics of Workers

Age of Workers:

30 or younger	23.1%
31 to 54	57.6%
55 or older	19.4%

Earnings of Workers:

\$1,200 per month or less	27.0%
\$1,201 to \$3,400 per month	51.3%
More than \$3,400 per month	21.6%

States Where Workers Live:

South Carolina	95.9%
Georgia	3.3%
All other locations	0.8%

Counties Where Workers Live:

Abbeville	52.5%
Greenwood	18.7%
Anderson	9.3%
Laurens	2.6%
Greenville	2.6%
Oconee	2.1%
Elbert (Georgia)	1.5%
Lexington	1.5%
Spartanburg	1.3%
McCormick	1.2%
All Other Locations	6.8%

Cities Where Workers Live:

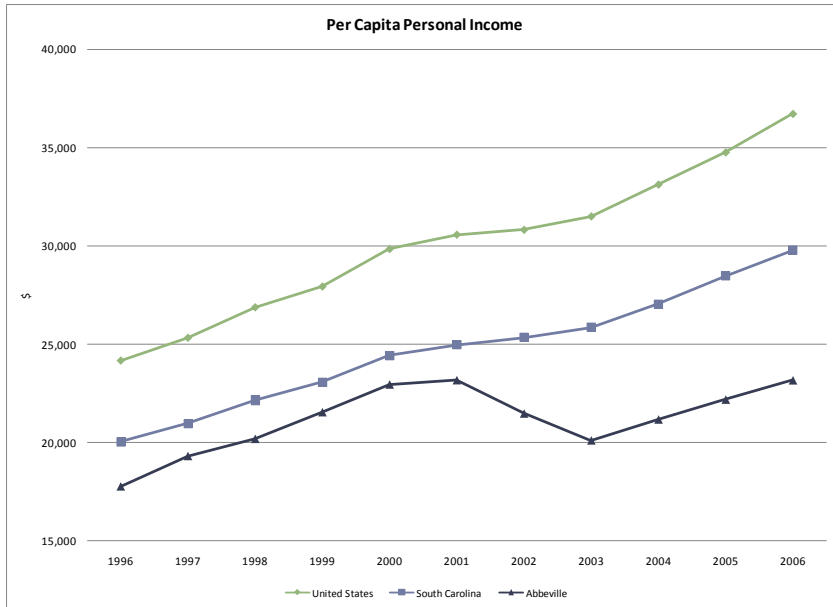
Abbeville, South Carolina	14.9%
Calhoun Falls, South Carolina	7.3%
Greenwood, South Carolina	6.2%
Due West, South Carolina	1.6%
Ware Shoals, South Carolina	1.2%
Honea Path, South Carolina	1.2%
Lake Secession, South Carolina	1.1%
Greenville, South Carolina	1.0%
Anderson, South Carolina	0.9%
Seneca, South Carolina	0.4%
All Other Locations	64.3%

Source: U.S. Census Bureau, Local Employment Dynamics.

INCOME

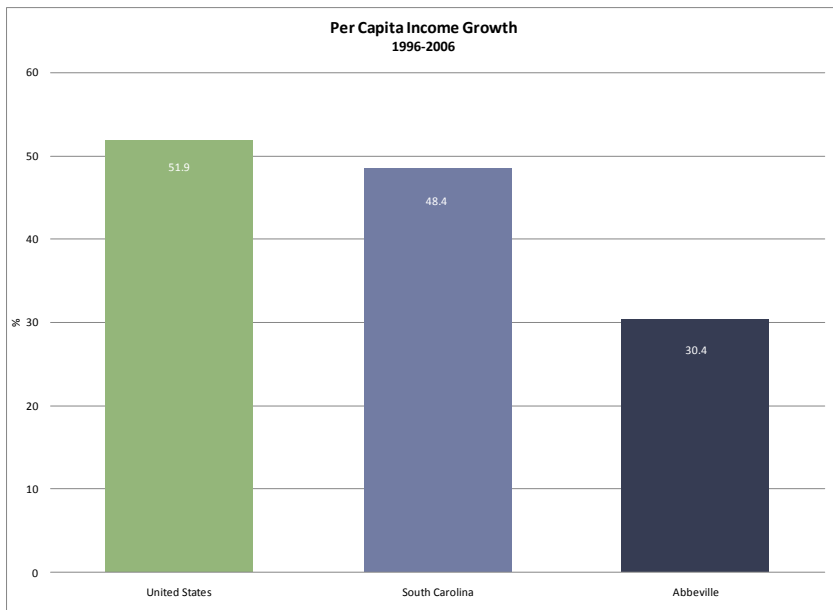
Per Capita Income

Abbeville County's per capita income has fallen farther below state and national levels.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Abbeville County's per capita income has grown slower than South Carolina's and the nation's. Growth in personal income in Abbeville County was well below average.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Wages by Industry

Abbeville County's average wages are well below those of South Carolina (\$547 vs. \$680 in 2007). Average wages were up 14% in Abbeville County over the past five years, compared to 18% for the state. All major sectors had growth except for other services.

Industry	NAICS Code	2007 Average Weekly Wage (\$)	2002 Average Weekly Wage (\$)	% Change
Total, Private and Government		547	479	14
Construction	23	773	600	29
Manufacturing	31-33	662	551	20
Retail Trade	44-45	310	304	2
Transportation and Warehousing	48-49	358	NA	
Information	51	789	617	
Finance and Insurance	52	605	556	9
Real Estate and Rental and Leasing	53	261	204	28
Administration & Support & Waste Management & Remediation Services	56	317	310	2
Arts, Entertainment, and Recreation	71	NA	NA	
Accommodation and Food Services	72	NA	NA	
Other Services (Except Public Administration)	81	392	411	-5
Federal Government		866	740	17
State Government		610	562	9
Local Government		578	493	17

Source: U.S. Department of Labor, Bureau of Labor Statistics, Quarterly Census of Employment and Wages.

Wages by Occupation

Average wages in Abbeville County are higher than the state average in the protective service occupational group.

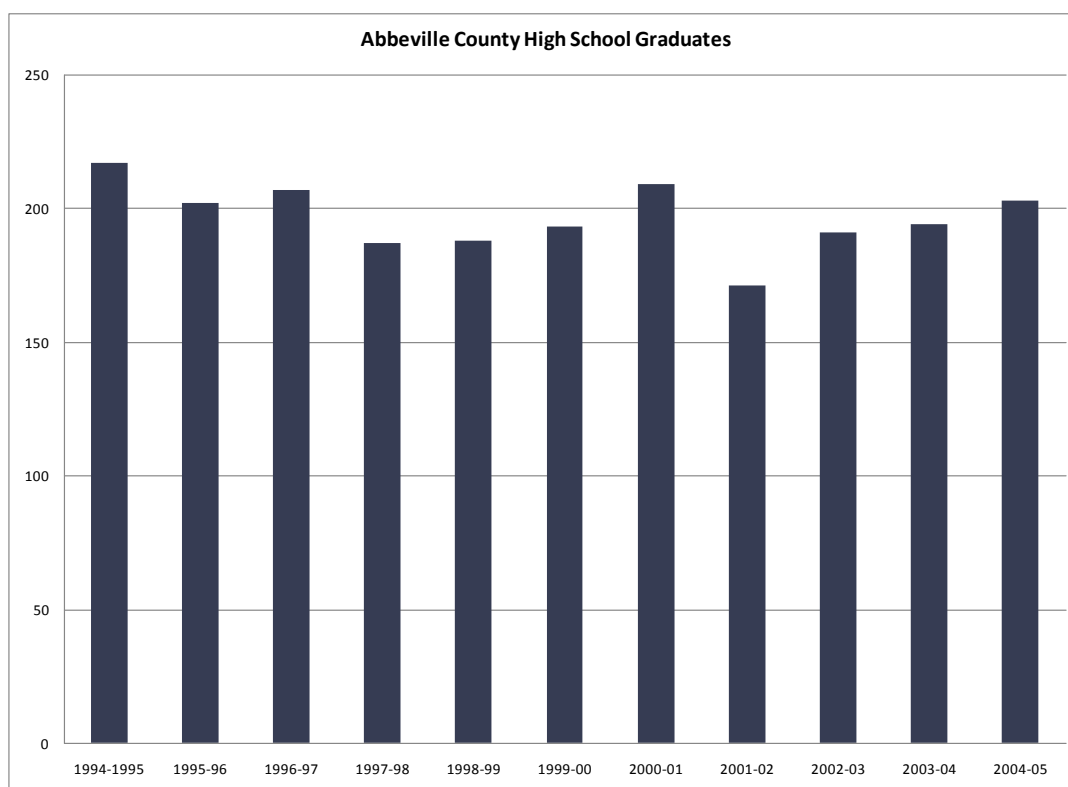
Occupation	2007 Abbeville County Median Hourly Wage (\$)	2007 SC Median Hourly Wage (\$)
Management occupations	11.36	28.78
Business and financial operations occupations	11.52	20.28
Computer and mathematical science occupations	16.14	26.20
Architecture and engineering occupations	16.89	30.22
Life, physical and social science occupations	12.81	22.76
Community and social services occupations	12.82	13.18
Legal occupations	15.06	30.68
Education, training and library occupations	21.27	24.42
Arts, design, entertainment, sports and media occupations	7.75	12.66
Healthcare practitioners and technical occupations	21.25	30.64
Healthcare support occupations	7.37	10.55
Protective service occupations	13.96	13.87
Food preparation and serving related occupations	7.36	7.90
Building and grounds cleaning and maintenance occupations	7.11	8.42
Personal care and service occupations	7.18	8.39
Sales and related occupations	8.22	13.48
Office and administrative support occupations	9.37	13.22
Farming, fishing, and forestry occupations	10.83	13.07
Construction and extraction occupations	12.21	16.51
Installation, maintenance and repair occupations	11.72	16.88
Production occupations	10.91	15.21
Transportation and material moving occupations	10.28	12.94

Source: Economic Modeling Specialists, Inc.

EDUCATION

High School Graduates

From 1995 to 2005 (latest data available), the number of Abbeville County students receiving high school diplomas fell by 14 (6%). In South Carolina, on the other hand, the number of high school diplomas increased 9% from 1995 to 2005. A total of 203 people received high school diplomas in Abbeville County in 2005. Abbeville County had 10 fewer 12th grade students in 2004-05 than in 1994-95. Also, the number of Abbeville County students not passing the exit exam who received a certificate of completion instead of a diploma was unchanged (at 13) over the 1995-2005 period.



Source: National Center for Education Statistics.

Higher Education Graduates

Over 6,200 more students graduated from higher educational institutions in the Upper Savannah area in 2006 than in 1996, an increase of 34%. The greatest numerical increase was in the healthcare field.

Program	1996	2006	Change	% Change
Agriculture, agriculture operations, and related sciences	27	68	41	152
Area, ethnic, cultural, and gender studies	23	31	8	35
Biological and biomedical sciences	625	601	-24	-4
Business, management, marketing, and related support services	3,136	3,976	840	27
Communication, journalism, and related programs	337	624	287	85
Communications technologies/technicians and support services	10	25	15	150
Computer and information sciences and support services	335	979	644	192
Construction trades	117	125	8	7
Education	2,016	2,363	347	17
Engineering technologies/technicians	297	318	21	7
Engineering	302	323	21	7
English language and literature/letters	408	427	19	5
Family and consumer sciences/human sciences	235	278	43	18
Foreign languages, literatures, and linguistics	149	162	13	9
Health professions and related clinical sciences	3,189	5,194	2,005	63
Legal professions and studies	396	448	52	13
Liberal arts and sciences, general studies and humanities	1,205	1,208	3	0
Library science	185	200	15	8
Mathematics and statistics	120	160	40	33
Mechanic and repair technologies/technicians	730	1,058	328	45
Multi/interdisciplinary studies	155	271	116	75
Natural resources and conservation	--	10		
Parks, recreation, leisure, and fitness studies	155	360	205	132
Personal and culinary services	47	180	133	283
Philosophy and religious studies	66	179	113	171
Physical sciences	242	214	-28	-12
Precision production	357	291	-66	-18
Psychology	539	712	173	32
Public administration and social service professions	347	488	141	41
Science technologies/technicians	6	13	7	117
Security and protective services	514	550	36	7
Social sciences and history	1,037	1,343	306	30
Theology and religious vocations	486	574	88	18
Transportation and materials moving	90	129	39	43
Visual and performing arts	372	592	220	59
TOTAL	18,255	24,474	6,219	34

Source: National Center for Education Statistics (Integrated Post Secondary Education System).

Data for these schools: Aiken Technical College, Allen University, Anderson University, Augusta Area Dietetic Internship-University Hospital (Georgia), Augusta State University (Georgia), Augusta Technical College (Georgia), Benedict College, Beta Tech, Bob Jones University, Claflin University, Columbia College, Columbia International University, Converse College, Erskine College and Seminary, Forrest Junior College, Furman University, Georgia Military College-Augusta Campus (Georgia), Greenville Technical College, ITT Technical Institute-Greenville, Lander University, Lutheran Theological Southern Seminary, Medical College of Georgia, Midlands Technical College, Newberry College, North Greenville University, Paine College (Augusta), Piedmont Technical College, Presbyterian College, Savannah River College (Georgia), South University, Spartanburg Community College, Spartanburg Methodist College, Tri-County Technical College, University of Phoenix-Columbia Campus, University of South Carolina-Aiken, University of South Carolina-Columbia, University of South Carolina-Upstate, W L Bonner College, and Wofford College.

OCCUPATIONS

Occupational Projections

The following occupational groups are projected to grow faster in Abbeville County than in the state:

- Business and financial operations
- Computer and mathematical science
- Life, physical and social science
- Legal
- Education, training and library
- Arts, design, entertainment, sports and media
- Healthcare support
- Building and grounds cleaning and maintenance
- Personal care and service
- Farming and forestry

See **Appendix A** for detailed occupational information.

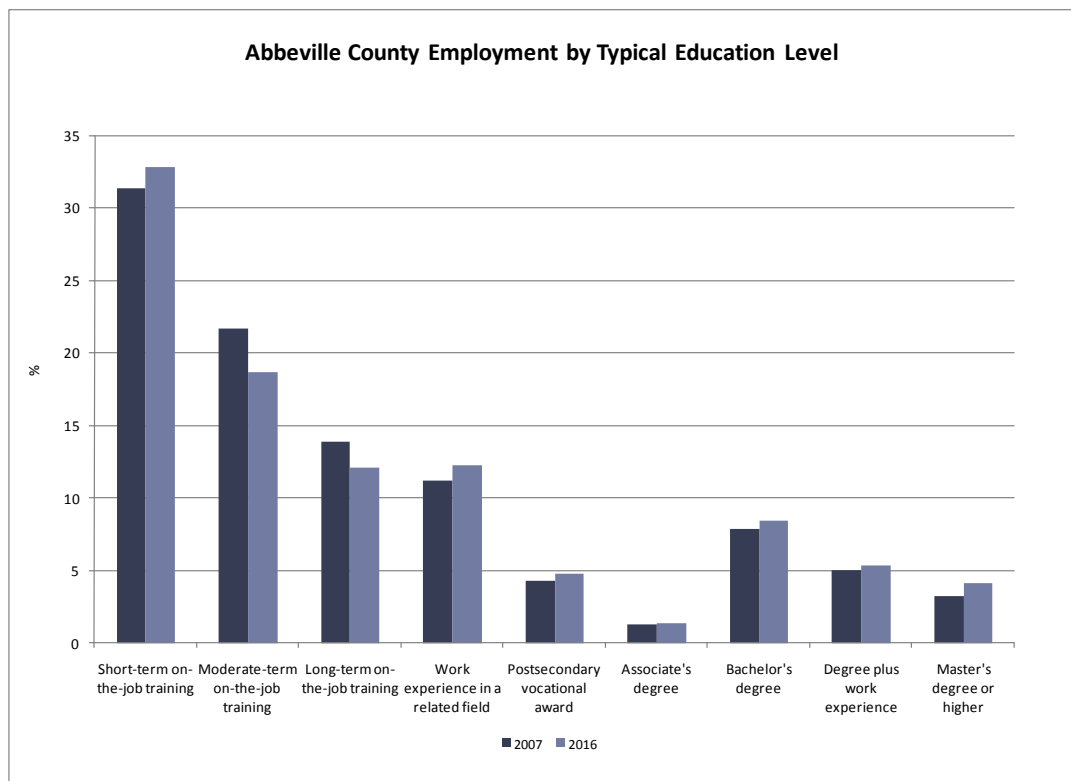
Occupation	2007-2016 Abbeville County Projected Growth (%)	2007-2016 SC Projected Growth (%)
Management occupations	14	17
Business and financial operations occupations	24	22
Computer and mathematical science occupations	28	23
Architecture and engineering occupations	0	15
Life, physical and social science occupations	25	15
Community and social services occupations	15	15
Legal occupations	41	21
Education, training and library occupations	23	16
Arts, design, entertainment, sports and media occupations	25	17
Healthcare practitioners and technical occupations	19	24
Healthcare support occupations	35	25
Protective service occupations	12	18
Food preparation and serving related occupations	13	13
Building and grounds cleaning and maintenance occupations	36	23
Personal care and service occupations	32	7
Sales and related occupations	19	19
Office and administrative support occupations	8	13
Farming, fishing and forestry occupations	25	16
Construction and extraction occupations	21	19
Installation, maintenance and repair occupations	1	17
Production occupations	-29%	10
Transportation and material moving occupations	-1%	11

Source: Economic Modeling Specialists, Inc.

Occupational Education Requirements

The trend for occupational growth shows that there will be growth in jobs across skill levels. Based on employment projections, Abbeville County is expected to see growth in requirements for the following specific levels of education and experience:

- Short-term on-the-job training
- Work experience in a related field
- Postsecondary vocational award
- Bachelor's degree
- Degree plus work experience
- Master's degree or higher



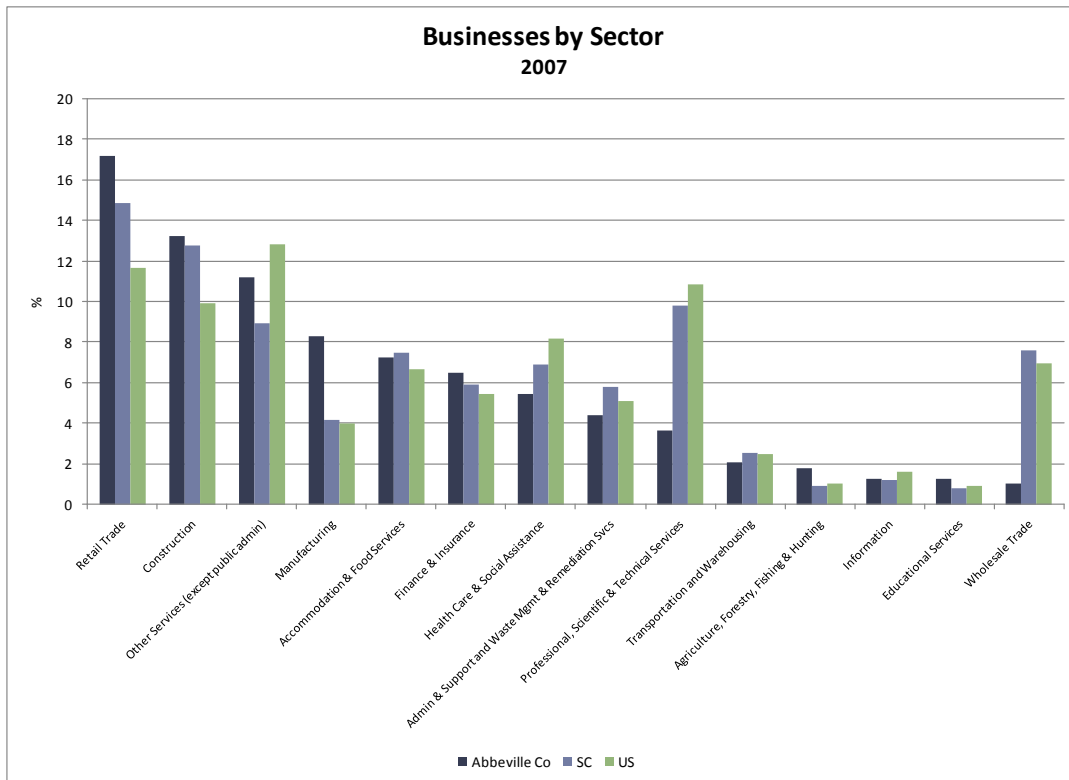
Source: Economic Modeling Specialists, Inc

INDUSTRY

Businesses by Sector

Abbeville County had higher percentages of businesses than South Carolina or the nation in the following sectors:

- Retail trade
- Construction
- Manufacturing
- Finance and insurance
- Agriculture and forestry
- Educational services



Source: U.S. Department of Labor, Bureau of Labor Statistics.

Growth in Number of Businesses

The number of private businesses in Abbeville County rose by 1% from 2002 to 2007, compared to a 2% drop for the state. For industry definitions, this analysis uses the North American Industry Classification System (NAICS), the U.S. standard for industry classification.

At the three-digit NAICS code level, based on available data, Abbeville County had higher growth in five industries compared to South Carolina and the U.S. Below is a list of those five industries along with their respective growth rates.

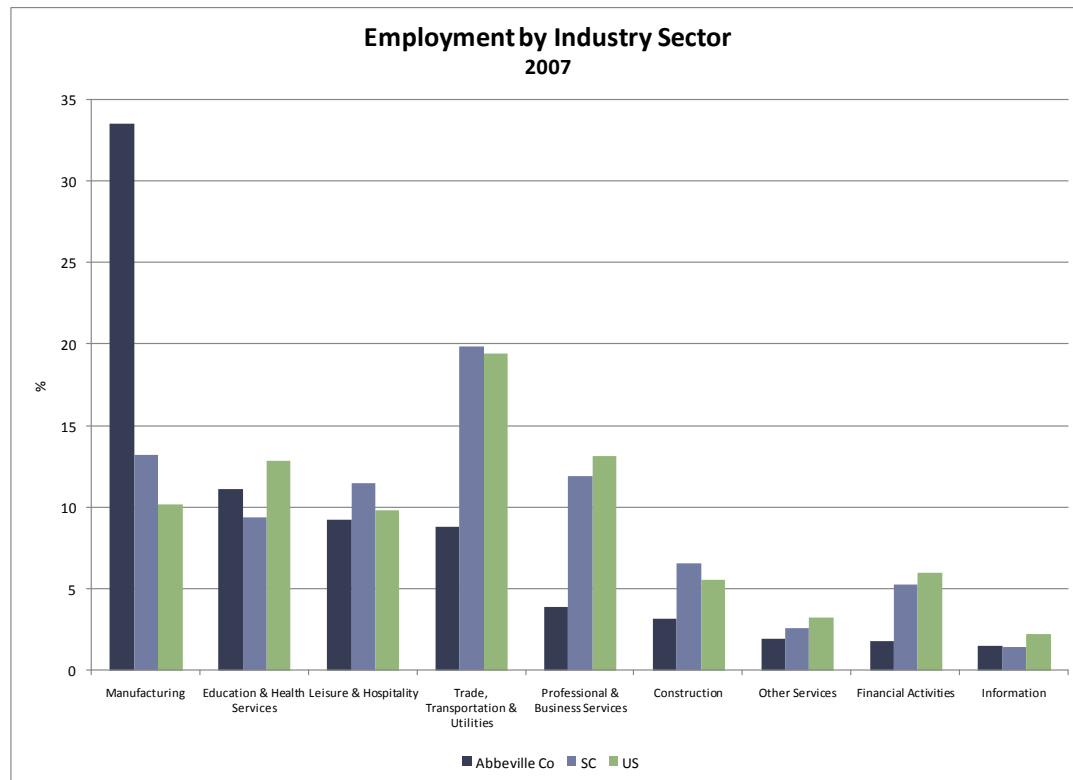
See **Appendix B** for information on all industries.

Industry	2002-2007 Growth (%)		
	Abbeville Co.	SC	US
Specialty trade contractors	14.3	-6.4	12.9
Furniture and related product manufacturing	66.7	-8.8	-5.8
Motor vehicle and parts dealers	10.0	-11.6	2.2
Furniture and home furnishings stores	33.3	-11.3	3.8
Gasoline stations	16.7	-2.8	-1.9

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Employment by Sector

Abbeville County has a larger than average share of its jobs in manufacturing.



Source: U.S. Department of Labor, Bureau of Labor Statistics.

Industry Analysis

Screening Criteria

Industry sectors were rated on six factors:

- | | |
|------------------------------------|---------------------------------|
| • 2002-2007 employment growth | Competitive effect ¹ |
| • 2002-2007 employment growth rate | Average annual wage |
| • Location quotient ² | Projected growth |

Using those factors, sectors were awarded “stars” based on meeting the following criteria:

- 2002-2007 employment growth of 25 or more (Did the sector add a significant number of jobs?)
- 2002-2007 employment growth rate greater than 0% (the county lost jobs over the period) (Did the sector add jobs?)
- Location quotient of at least 1.25 (Does the sector have a significant concentration in the county?)
- Competitive effect greater than 0 (Did the sector add jobs beyond national growth overall and in the sector?)
- Average annual wage greater than \$28,437 (2007 average for the county) (Does the sector pay wages greater than average for the county?)
- Average or above average projected growth (Is the sector expected to add jobs?)

Data Limitations

Because of Census and Bureau of Labor Statistics restrictions, information on detailed industry sectors is quite limited for smaller counties such as Abbeville. Therefore, this base analysis is not as comprehensive as those for larger areas. Further analysis can be conducted on growth occupations and using other resources in an attempt to obtain more detailed information on potential focus industries for Abbeville County. The Department of Commerce can assist in this supplemental analysis.

Industries of Note

Based on these criteria and available data, there are no “six star” sectors in Abbeville County. Furniture and related product manufacturing is a “five star” sector, with only below average projected growth.

Industry sectors that generate wealth from outside the area are referred to as the region’s base economy. Base economy sectors are important to an area’s economic well-being. Furniture and related product manufacturing fits the criteria as a base economy sector.

A sector which fits this base economy criteria, has above-average wages, has a relatively high concentration in the area (as indicated by the location quotient), and is projected to grow is fabricated metal product manufacturing.

Appendix C has information on all factors for all sectors for Abbeville County.

¹ *Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in the county after accounting for overall US employment growth and growth/decline in the sector in the US.*

² *Location Quotient: percentage of employment in the sector in the county divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in the county compared to the US; based on 2007 data.*

MOVING FORWARD

The South Carolina Department of Commerce appreciates the opportunity to provide this base analysis of Abbeville County's labor market. We hope that it will help in advancing the progress of Abbeville County's economic development.

What's been done so far?

This analysis identifies the region's assets—both current and future—at a macro level. Labor Market Information (LMI) at the S.C. Department of Commerce developed a Base Labor Analysis report providing an overview of the region's population, industries, occupations, and educational assets. Additionally, these findings were benchmarked against the state and the nation.

What's next?

Because local knowledge is required to interpret and apply the findings appropriately, the Abbeville Base Labor Analysis should be used with local stakeholders to identify and define key, targeted industry clusters. Some items to consider when defining these clusters may include the following.

1. *What is Abbeville's economic base?*

In order for an economy to grow, it must have a base (export) sector that generates wealth from beyond its borders. Industries in the economic base (manufacturing, scientific and technology services, warehouse and distribution, financial services, regional healthcare, etc.) typically provide occupations with higher pay and benefits as well as better human capital development and promotion opportunities. A successful economic base stimulates the development of the non-base sector (housing, schools, retail, restaurants, personal services, etc.). It also propels the local tax base which, in turn, provides support to community services.

2. *What are strategies to assist low-wage citizens in non-base economy jobs?*

Although the economic base is the driver for long-term growth in a region, implementable strategies for developing job opportunities for low-skilled individuals is a priority for community economic well-being. This need must also be kept in mind when defining target industry clusters.

3. *What other factors are vital to Abbeville and its community?*

Over and above pure economic considerations, what is important to the citizens of the Abbeville community? How does Abbeville want to be perceived? What quality of life issues affect Abbeville? These questions may impact the types of industries desired for the area.

How Labor Market Information at the S.C. Department of Commerce can help.

Once local stakeholders have identified key industry clusters vital to the future economic development of the region, LMI can provide more in-depth analysis of each of these industries, their occupations, business establishments, and educational requirements.

1. Detailed Industry Analysis

For each identified industry, LMI can develop a detailed analysis of each sector, including employment, projected growth, staffing patterns, location quotients, and employers. Additionally, the analysis will examine the largest, fastest growing, and declining sectors within the industry cluster.

2. Detailed Occupational Analysis

At this point, the occupations—classified by SOC codes—that make up each of the identified industry clusters can be analyzed in detail. This analysis will include employment, average earnings, educational requirements, projected growth, and completers from available local training programs. It will culminate in identifying gaps between the number of occupations required to sustain and advance industry growth and the number of skilled workers (as identified by educational requirements and program completers) available to fulfill these positions.

3. Identification of Implementable Recommendations

LMI will utilize the findings of the analyses to develop a set of implementable recommendations. These may include recommendations to align community college programs with economic development goals along with others. Finally, local knowledge will once again be called upon to review the findings and develop an action plan for the implementation of feasible solutions.

Appendix A: Occupational Projections for Abbeville County

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
11-3031	Financial managers	23	27	4	17	0.54	22.33	Degree plus work experience
11-9011	Farm, ranch, and other agricultural managers	115	123	8	7	3.56	8.58	Degree plus work experience
11-9012	Farmers and ranchers	488	495	7	1	4.51	6.55	Long-term on-the-job training
11-9021	Construction managers	92	119	27	29	1.94	11.77	Bachelor's degree
11-9031	Education administrators, preschool and child care center/program	15	22	7	47	1.78	7.05	Degree plus work experience
11-9032	Education administrators, elementary and secondary school	31	38	7	23	1.63	27.47	Degree plus work experience
11-9033	Education administrators, postsecondary	28	40	12	43	2.37	16.09	Degree plus work experience
11-9039	Education administrators, all other	15	22	7	47	2.25	9.61	Degree plus work experience
11-9051	Food service managers	35	42	7	20	1.25	9.13	Work experience in a related field
11-9081	Lodging managers	24	33	9	38	2.58	12.82	Work experience in a related field

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
11-9111	Medical and health services managers	12	15	3	25	0.62	19.99	Degree plus work experience
11-9141	Property, real estate, and community association managers	36	52	16	44	0.48	6.76	Bachelor's degree
11-9199	Managers, all other	132	176	44	33	1.28	9.60	Work experience in a related field
11-1011	Chief executives	89	115	26	29	1.25	15.47	Degree plus work experience
11-1021	General and operations managers	91	90	-1	-1	0.80	23.89	Degree plus work experience
11-1031	Legislators	16	15	-1	-6	4.10	8.28	Degree plus work experience
13-1023	Purchasing agents, except wholesale, retail, and farm products	10	10	0	0	--	--	Work experience in a related field
13-1111	Management analysts	25	35	10	40	0.39	12.24	Degree plus work experience
13-1199	Business operation specialists, all other	13	18	5	38	0.20	12.51	Bachelor's degree
13-2011	Accountants and auditors	59	68	9	15	0.60	12.33	Bachelor's degree
13-2021	Appraisers and assessors of real estate	13	19	6	46	0.49	7.82	Postsecondary vocational award
13-2052	Personal financial advisors	31	45	14	45	0.68	7.03	Bachelor's degree
13-2072	Loan officers	14	14	0	0	0.57	11.46	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
15-1021	Computer programmers	14	13	-1	-7	0.45	16.26	Bachelor's degree
15-1041	Computer support specialists	12	15	3	25	0.34	12.38	Associate's degree
17-2112	Industrial engineers	37	31	-6	-16	2.94	19.63	Bachelor's degree
17-3023	Electrical and electronic engineering technicians	14	17	3	21	1.35	7.63	Associate's degree
21-1012	Educational, vocational, and school counselors	23	27	4	17	1.35	20.06	Master's degree
21-1021	Child, family, and school social workers	16	17	1	6	0.84	13.00	Bachelor's degree
21-2011	Clergy	21	26	5	24	1.26	6.79	Master's degree
21-2021	Directors, religious activities and education	10	12	2	20	1.30	6.65	Bachelor's degree
23-1011	Lawyers	19	31	12	63	0.36	16.43	First professional degree
25-1099	Postsecondary teachers	178	267	89	50	1.76	31.68	Doctoral degree
25-2011	Preschool teachers, except special education	29	40	11	38	0.86	9.76	Postsecondary vocational award
25-2012	Kindergarten teachers, except special education	24	28	4	17	1.98	23.20	Bachelor's degree
25-2021	Elementary school teachers, except special education	84	96	12	14	0.81	24.04	Bachelor's degree
25-2022	Middle school teachers, except special and vocational education	78	86	8	10	1.76	22.56	Bachelor's degree
25-2031	Secondary school teachers, except special and vocational education	60	63	3	5	0.86	25.20	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
25-2032	Vocational education teachers, secondary school	22	21	-1	-5	3.12	24.97	Degree plus work experience
25-2041	Special education teachers, preschool, kindergarten, and elementary school	18	21	3	17	1.24	26.23	Bachelor's degree
25-2043	Special education teachers, secondary school	10	10	0	0	--	--	Bachelor's degree
25-3021	Self-enrichment education teachers	15	21	6	40	0.86	15.32	Work experience in a related field
25-3099	Teachers and instructors, all other	79	92	13	16	1.95	10.07	Bachelor's degree
25-4021	Librarians	14	16	2	14	1.42	22.02	Master's degree
25-4031	Library technicians	12	13	1	8	1.54	9.19	Postsecondary vocational award
25-9031	Instructional coordinators	17	23	6	35	1.92	23.99	Master's degree
25-9041	Teacher assistants	98	111	13	13	1.11	9.92	Short-term on-the-job training
27-2022	Coaches and scouts	13	16	3	23	1.00	10.83	Long-term on-the-job training
27-2042	Musicians and singers	13	16	3	23	0.82	6.87	Long-term on-the-job training
27-3043	Writers and authors	19	26	7	37	0.74	6.68	Bachelor's degree
27-4021	Photographers	36	41	5	14	0.76	6.92	Long-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
29-1069	Physicians and surgeons	39	48	9	23	0.73	37.47	First professional degree
29-1111	Registered nurses	98	114	16	16	0.63	21.11	Associate's degree
29-2041	Emergency medical technicians and paramedics	10	16	6	60	--	--	Postsecondary vocational award
29-2052	Pharmacy technicians	16	19	3	19	0.86	9.38	Moderate-term on-the-job training
29-2061	Licensed practical and licensed vocational nurses	33	36	3	9	0.72	12.05	Postsecondary vocational award
31-1011	Home health aides	49	89	40	82	0.84	6.80	Short-term on-the-job training
31-1012	Nursing aides, orderlies, and attendants	96	116	20	21	1.03	6.77	Postsecondary vocational award
31-9092	Medical assistants	17	23	6	35	0.60	7.85	Moderate-term on-the-job training
33-2011	Fire fighters	15	16	1	7	0.82	12.69	Long-term on-the-job training
33-3012	Correctional officers and jailers	36	40	4	11	1.38	12.48	Moderate-term on-the-job training
33-3051	Police and sheriff's patrol officers	50	54	4	8	1.33	14.44	Long-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
33-9032	Security guards	21	25	4	19	0.32	13.36	Short-term on-the-job training
35-1012	First-line supervisors/managers of food preparation and serving workers	68	76	8	12	1.23	10.49	Work experience in a related field
35-2011	Cooks, fast food	75	82	7	9	2.02	7.64	Short-term on-the-job training
35-2012	Cooks, institution and cafeteria	47	53	6	13	1.82	6.63	Moderate-term on-the-job training
35-2014	Cooks, restaurant	26	26	0	0	0.47	7.58	Long-term on-the-job training
35-2015	Cooks, short order	13	14	1	8	1.08	6.55	Short-term on-the-job training
35-2021	Food preparation workers	49	56	7	14	0.87	6.93	Short-term on-the-job training
35-3021	Combined food preparation and serving workers, including fast food	215	255	40	19	1.30	6.81	Short-term on-the-job training
35-3022	Counter attendants, cafeteria, food concession, and coffee shop	19	21	2	11	0.56	7.40	Short-term on-the-job training
35-3031	Waiters and waitresses	56	58	2	4	0.37	6.55	Short-term on-the-job training
35-9021	Dishwashers	18	19	1	6	0.54	6.78	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
37-1011	First-line supervisors/managers of housekeeping and janitorial workers	45	59	14	31	1.86	7.76	Work experience in a related field
37-1012	First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	17	24	7	41	1.82	9.32	Work experience in a related field
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	132	139	7	5	0.92	7.12	Short-term on-the-job training
37-2012	Maids and housekeeping cleaners	272	405	133	49	2.02	6.55	Short-term on-the-job training
37-2019	Building cleaning workers, all other	70	100	30	43	2.20	6.55	Short-term on-the-job training
37-2021	Pest control workers	13	16	3	23	2.22	18.15	Moderate-term on-the-job training
37-3011	Landscaping and groundskeeping workers	63	72	9	14	0.96	7.47	Short-term on-the-job training
37-3012	Pesticide handlers, sprayers, and applicators, vegetation	27	43	16	59	4.09	6.55	Moderate-term on-the-job training
37-3013	Tree trimmers and pruners	27	43	16	59	3.95	6.55	Short-term on-the-job training
37-3019	Grounds maintenance workers, all other	27	43	16	59	4.38	6.55	Short-term on-the-job training
39-1021	First-line supervisors/managers of personal service workers	15	15	0	0	0.95	10.41	Work experience in a related field

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
39-2011	Animal trainers	10	11	1	10	1.68	6.92	Moderate-term on-the-job training
39-2021	Nonfarm animal caretakers	21	16	-5	-24	0.88	6.71	Short-term on-the-job training
39-4021	Funeral attendants	19	23	4	21	8.89	10.44	Short-term on-the-job training
39-5012	Hairdressers, hairstylists, and cosmetologists	34	20	-14	-41	0.97	7.01	Postsecondary vocational award
39-9011	Child care workers	262	392	130	50	2.24	6.67	Short-term on-the-job training
39-9021	Personal and home care aides	52	79	27	52	0.88	6.97	Short-term on-the-job training
39-9031	Fitness trainers and aerobics instructors	10	15	5	50	--	--	Postsecondary vocational award
39-9032	Recreation workers	16	20	4	25	0.70	7.75	Short-term on-the-job training
41-1011	First-line supervisors/managers of retail sales workers	261	330	69	26	1.81	8.10	Work experience in a related field
41-1012	First-line supervisors/managers of non-retail sales workers	62	85	23	37	1.05	12.63	Work experience in a related field
41-2011	Cashiers, except gaming	218	226	8	4	0.96	6.68	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
41-2031	Retail salespersons	159	193	34	21	0.50	7.08	Short-term on-the-job training
41-3021	Insurance sales agents	39	47	8	21	0.83	6.88	Bachelor's degree
41-3031	Securities, commodities, and financial services sales agents	23	32	9	39	0.53	7.05	Bachelor's degree
41-3099	Sales representatives, services, all other	22	31	9	41	0.46	8.09	Moderate-term on-the-job training
41-4011	Sales representatives, wholesale and manufacturing, technical and scientific products	22	31	9	41	0.67	17.11	Moderate-term on-the-job training
41-4012	Sales representatives, wholesale and manufacturing, except technical and scientific products	47	51	4	9	0.45	17.12	Moderate-term on-the-job training
41-9021	Real estate brokers	57	82	25	44	0.52	6.72	Work experience in a related field
41-9022	Real estate sales agents	59	84	25	42	0.50	6.70	Postsecondary vocational award
41-9091	Door-to-door sales workers, news and street vendors, and related workers	57	32	-25	-44	0.78	6.57	Short-term on-the-job training
41-9099	Sales and related workers, all other	16	20	4	25	0.72	6.55	Moderate-term on-the-job training
43-1011	First-line supervisors/managers of office and administrative support workers	78	85	7	9	0.80	11.75	Work experience in a related field
43-3011	Bill and account collectors	43	45	2	5	1.61	6.55	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
43-3021	Billing and posting clerks and machine operators	25	25	0	0	0.73	8.01	Moderate-term on-the-job training
43-3031	Bookkeeping, accounting, and auditing clerks	104	120	16	15	0.73	9.18	Moderate-term on-the-job training
43-3051	Payroll and timekeeping clerks	11	11	0	0	0.85	10.22	Moderate-term on-the-job training
43-3071	Tellers	25	29	4	16	0.65	8.35	Short-term on-the-job training
43-4051	Customer service representatives	70	84	14	20	0.49	7.55	Moderate-term on-the-job training
43-4161	Human resources assistants, except payroll and timekeeping	12	12	0	0	1.09	12.37	Short-term on-the-job training
43-4171	Receptionists and information clerks	35	41	6	17	0.47	8.21	Short-term on-the-job training
43-5032	Dispatchers, except police, fire, and ambulance	10	10	0	0	--	--	Moderate-term on-the-job training
43-5052	Postal service mail carriers	22	20	-2	-9	1.01	20.08	Short-term on-the-job training
43-5061	Production, planning, and expediting clerks	21	17	-4	-19	1.16	11.21	Short-term on-the-job training
43-5071	Shipping, receiving, and traffic clerks	27	22	-5	-19	0.57	9.89	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
43-5081	Stock clerks and order fillers	58	49	-9	-16	0.50	8.05	Short-term on-the-job training
43-6011	Executive secretaries and administrative assistants	65	80	15	23	0.60	11.13	Moderate-term on-the-job training
43-6012	Legal secretaries	17	21	4	24	0.74	7.66	Postsecondary vocational award
43-6013	Medical secretaries	27	32	5	19	0.82	8.82	Postsecondary vocational award
43-6014	Secretaries, except legal, medical, and executive	114	123	9	8	0.86	9.35	Moderate-term on-the-job training
43-9061	Office clerks, general	140	161	21	15	0.70	8.34	Short-term on-the-job training
45-2092	Farmworkers and laborers, crop, nursery, and greenhouse	57	70	13	23	1.29	10.86	Short-term on-the-job training
45-3011	Fishers and related fishing workers	15	22	7	47	2.33	6.55	Moderate-term on-the-job training
47-1011	First-line supervisors/managers of construction trades and extraction workers	107	133	26	24	1.55	14.09	Work experience in a related field
47-2021	Brickmasons and blockmasons	15	14	-1	-7	1.49	15.09	Long-term on-the-job training
47-2031	Carpenters	169	210	41	24	1.54	12.33	Long-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
47-2051	Cement masons and concrete finishers	16	18	2	13	1.08	9.63	Moderate-term on-the-job training
47-2061	Construction laborers	98	121	23	23	1.06	11.16	Moderate-term on-the-job training
47-2073	Operating engineers and other construction equipment operators	19	21	2	11	0.67	11.01	Moderate-term on-the-job training
47-2111	Electricians	49	49	0	0	1.03	11.39	Long-term on-the-job training
47-2141	Painters, construction and maintenance	54	69	15	28	1.49	11.23	Moderate-term on-the-job training
47-2151	Pipelayers	11	14	3	27	1.59	10.60	Moderate-term on-the-job training
47-2152	Plumbers, pipefitters, and steamfitters	21	26	5	24	0.68	14.02	Long-term on-the-job training
47-2181	Roofers	17	20	3	18	1.44	9.22	Moderate-term on-the-job training
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	38	39	1	3	1.31	14.60	Work experience in a related field
49-2022	Telecommunications equipment installers and repairers, except line installers	15	21	6	40	1.15	19.30	Long-term on-the-job training
49-3023	Automotive service technicians and mechanics	55	74	19	35	1.02	8.74	Postsecondary vocational award

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
49-3031	Bus and truck mechanics and diesel engine specialists	19	21	2	11	1.11	14.01	Postsecondary vocational award
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	14	18	4	29	0.66	10.42	Long-term on-the-job training
49-9041	Industrial machinery mechanics	99	71	-28	-28	5.71	11.57	Long-term on-the-job training
49-9042	Maintenance and repair workers, general	152	144	-8	-5	1.72	12.36	Moderate-term on-the-job training
49-9043	Maintenance workers, machinery	29	17	-12	-41	5.79	8.42	Short-term on-the-job training
49-9052	Telecommunications line installers and repairers	11	14	3	27	0.96	11.42	Long-term on-the-job training
49-9098	Helpers--Installation, maintenance, and repair workers	15	13	-2	-13	1.50	8.24	Short-term on-the-job training
51-1011	First-line supervisors/managers of production and operating workers	95	65	-30	-32	2.14	16.00	Work experience in a related field
51-2041	Structural metal fabricators and fitters	11	10	-1	-9	1.64	15.98	Moderate-term on-the-job training
51-2092	Team assemblers	75	57	-18	-24	1.03	11.10	Moderate-term on-the-job training
51-3022	Meat, poultry, and fish cutters and trimmers	13	15	2	15	1.45	10.13	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-3023	Slaughterers and meat packers	19	22	3	16	2.80	9.00	Moderate-term on-the-job training
51-4011	Computer-controlled machine tool operators, metal and plastic	15	15	0	0	1.74	13.72	Moderate-term on-the-job training
51-4031	Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	17	14	-3	-18	1.06	8.65	Moderate-term on-the-job training
51-4033	Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic	57	61	4	7	9.32	12.57	Moderate-term on-the-job training
51-4034	Lathe and turning machine tool setters, operators, and tenders, metal and plastic	11	11	0	0	2.78	20.56	Moderate-term on-the-job training
51-4041	Machinists	42	39	-3	-7	1.64	15.08	Long-term on-the-job training
51-4072	Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	27	22	-5	-19	2.94	10.05	Moderate-term on-the-job training
51-4121	Welders, cutters, solderers, and brazers	39	40	1	3	1.50	16.02	Long-term on-the-job training
51-5023	Printing machine operators	11	12	1	9	0.82	9.41	Moderate-term on-the-job training
51-6011	Laundry and dry-cleaning workers	17	20	3	18	0.99	6.72	Moderate-term on-the-job training
51-6031	Sewing machine operators	41	15	-26	-63	2.88	9.24	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-6051	Sewers, hand	10	11	1	10	--	--	Short-term on-the-job training
51-6052	Tailors, dressmakers, and custom sewers	10	11	1	10	--	--	Long-term on-the-job training
51-6061	Textile bleaching and dyeing machine operators and tenders	77	63	-14	-18	60.20	10.56	Moderate-term on-the-job training
51-6063	Textile knitting and weaving machine setters, operators, and tenders	128	30	-98	-77	56.39	9.39	Long-term on-the-job training
51-6064	Textile winding, twisting, and drawing out machine setters, operators, and tenders	248	120	-128	-52	94.21	9.73	Moderate-term on-the-job training
51-6091	Extruding and forming machine setters, operators, and tenders, synthetic and glass fibers	53	19	-34	-64	48.37	7.28	Moderate-term on-the-job training
51-7011	Cabinetmakers and bench carpenters	62	49	-13	-21	6.71	10.41	Long-term on-the-job training
51-7042	Woodworking machine setters, operators, and tenders, except sawing	18	19	1	6	2.89	13.41	Moderate-term on-the-job training
51-8031	Water and liquid waste treatment plant and system operators	15	16	1	7	2.15	14.13	Long-term on-the-job training
51-9023	Mixing and blending machine setters, operators, and tenders	28	22	-6	-21	3.23	8.44	Moderate-term on-the-job training
51-9061	Inspectors, testers, sorters, samplers, and weighers	148	92	-56	-38	4.89	9.02	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-9111	Packaging and filling machine operators and tenders	21	13	-8	-38	0.92	8.72	Short-term on-the-job training
51-9197	Tire builders	82	79	-3	-4	60.31	16.75	Moderate-term on-the-job training
51-9198	Helpers--Production workers	88	60	-28	-32	2.69	7.00	Short-term on-the-job training
53-1031	First-line supervisors/managers of transportation and material-moving machine and vehicle operators	14	15	1	7	1.00	26.53	Work experience in a related field
53-3022	Bus drivers, school	31	33	2	6	1.01	6.65	Short-term on-the-job training
53-3031	Driver/sales workers	34	45	11	32	0.86	8.17	Short-term on-the-job training
53-3032	Truck drivers, heavy and tractor-trailer	63	73	10	16	0.52	10.05	Moderate-term on-the-job training
53-3033	Truck drivers, light or delivery services	55	68	13	24	0.75	8.81	Short-term on-the-job training
53-3041	Taxi drivers and chauffeurs	10	13	3	30	0.49	6.55	Short-term on-the-job training
53-7051	Industrial truck and tractor operators	55	35	-20	-36	1.36	10.26	Short-term on-the-job training
53-7062	Laborers and freight, stock, and material movers, hand	81	74	-7	-9	0.53	9.40	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
53-7063	Machine feeders and offbearers	47	27	-20	-43	5.54	8.60	Short-term on-the-job training
53-7064	Packers and packagers, hand	50	33	-17	-34	0.98	8.83	Short-term on-the-job training
53-7081	Refuse and recyclable material collectors	10	19	9	90	1.11	12.89	Short-term on-the-job training
		11,154	12,279	1,125	10		11.07	

at least 1.25 greater than \$11.07

Source: EMSI

Appendix B: Businesses by 3-Digit NAICS Codes

Abbeville County								
Industry	NAICS Code	Change						
		2002	2007	Average Size	#	%	SC % change	US % change
Specialty Trade Contractors	238	28	32	4	4	14.3	-6.4	12.9
Textile Mills	313	9	7	161	-2	-22.2	-34.0	-26.7
Fabricated Metal Product Manufacturing	332	5	5	14	0	0.0	-6.1	-3.0
Furniture and Related Product Manufacturing	337	3	5	13	2	66.7	-8.8	-5.8
Motor Vehicle and Parts Dealers	441	10	11	3	1	10.0	-11.6	2.2
Furniture and Home Furnishings Stores	442	3	4	2	1	33.3	-11.3	3.8
Building Material and Garden Equipment and Supplies Dealers	444	9	5	5	-4	-44.4	-8.8	0.9
Food and Beverage Stores	445	10	9	15	-1	-10.0	-18.2	-0.5
Health and Personal Care Stores	446	5	5	8	0	0.0	9.1	10.2
Gasoline Stations	447	12	14	8	2	16.7	-2.8	-1.9
General Merchandise Stores	452	7	8	6	1	14.3	17.5	13.3
Miscellaneous Store Retailers	453	10	5	2	-5	-50.0	-23.9	-8.6
Nonstore Retailers	454	4	2	0	-2	-50.0	-17.9	11.9
Telecommunications	517	3	3	0	0	0.0	0.0	9.3
Credit Intermediation and Related Activities	522	15	18	5	3	20.0	12.2	23.8
Professional, Scientific, and Technical Services	541	13	14	0	1	7.7	2.1	14.3
Ambulatory Health Care Services	621	17	13	9	-4	-23.5	7.4	13.3
Nursing and Residential Care Facilities	623	5	4	0	-1	-20.0	0.4	8.8
Food Services and Drinking Places	722	28	26	21	-2	-7.1	-0.2	12.2
Repair and Maintenance	811	14	11	5	-3	-21.4	-18.3	-0.4
Personal and Laundry Services	812	11	8	6	-3	-27.3	-2.4	7.2

growth rate exceeds both SC and US growth rates

Source: Bureau of Labor Statistics

Appendix C: Abbeville County Employment by Industry Sector

		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Total		6,888	6,370	-518	-7.5			28,437	10%

<i>6 star sectors</i>		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
NONE									

<i>5 star sectors</i>		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Furniture and Related Product Manufacturing	337	17	66	49	288	2.95	51	37,007	BA

<i>4 star sectors</i>		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Gasoline Stations	447	86	109	23	27	2.94	26	11,527	AA

<i>3 star or fewer sectors</i>		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Textile Mills	313	1,929	1128	-801	-42	157.06	6	29,553	D
Motor Vehicle and Parts Dealers	441	30	35	5	17	0.43	5	19,456	A

3 star or fewer sectors		Employment		2002-2007 Change					
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect	2007 Average Annual Wage (\$)	Projected Growth
General Merchandise Stores	452	34	51	17	50	0.40	15	10,996	AA
Repair and Maintenance	811	39	53	14	36	1.00	14	21,053	AA
Specialty Trade Contractors	238	119	126	7	6	0.62	-10	24,748	AA
Fabricated Metal Product Manufacturing	332	90	70	-20	-22	1.06	-21	40,989	AA
Health and Personal Care Stores	446	42	40	-2	-5	0.95	-5	32,340	AA
Ambulatory Health Care Services	621	115	112	-3	-3	0.48	-24	42,209	AA
Food Services and Drinking Places	722	635	547	-88	-14	1.36	-170	10,773	A
Furniture and Home Furnishings Stores	442	8	7	-1	-13	0.29	-1	18,118	A
Building Material and Garden Equipment and Supplies Dealers	444	64	25	-39	-61	0.45	-46	23,034	A
Miscellaneous Store Retailers	453	21	9	-12	-57	0.24	-10	10,937	A
Credit Intermediation and Related Activities	522	90	86	-4	-4	0.71	-11	30,941	BA
Food and Beverage Stores	445	165	135	-30	-18	1.12	-29	14,537	BA
Personal and Laundry Services	812	52	46	-6	-12	0.83	-8	25,592	BA

Methodology and Sourcing

Projected Growth Grading Scale:

AA=above average

A=average

BA=below average

D=decline

Sectors are rated on 6 factors: 2002-2007 employment growth, 2002-2007 employment growth rate, location quotient, competitive effect, average annual wage, and projected growth.

Stars are based on: 2002-2007 employment growth of 25 or more, 2002-2007 employment growth rate greater than 0 (since overall county job growth was negative), location quotient of at least 1.25, competitive effect greater than 0, average annual wage greater than \$28,437 (2007 average for all jobs in the county), and average or above average projected growth.

Location Quotient: percentage of employment in the sector in the county divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in the county; based on 2007 data.

Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in the county after accounting for overall US employment growth and growth/decline in the sector in the US.

Source: Bureau of Labor Statistics; projections based on data from EMSI and SC Department of Commerce.



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